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Faculty Affairs Committee Minutes

College of Liberal Arts Minutes and Reports

9-11-2018

Minutes, Faculty Affairs Committee Meeting, Tuesday, September 11, 2018

Faculty Affairs Committee
College of Liberal Arts, Rollins College

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Faculty Affairs Committee
Approved Minutes for Sept. 11, 2018 Meeting

Committee Members Terms and Affiliation:

David Caban, 2018 – 2020, Business Rep
Shan-Estelle Brown, 2017 – 2019, Social Sciences Rep
Christopher Fuse, 2017 – 2019, At-Large Rep
John Grau, 2018 – 2020, Expressive Arts Rep
Jill Jones, 2018 – 2020, At-Large Rep
Ted Gournelos, 2018 – 2020, Applied Social Sciences Rep
Julia Maskivker, 2017 – 2019, At-Large Rep
Emily Nodine, 2017 – 2019, Science Rep
Ben Hudson, 2018 – 2020, Humanities Rep

Members in Attendance:

Shan-Estelle Brown, 2017 – 2019, Social Science Rep
Christopher Fuse, 2017 – 2019, At-Large, Chair
Ted Gournelos, 2018 – 2020, Social Science –Applied Rep
John Grau, 2018 – 2020, Expressive Arts Rep
Benjamin Hudson, 2018 – 2020, Humanities Rep
Jill Jones, 2018 – 2020, At-Large Rep
Emily Nodine, 2017-2019, Science Division Rep

Additional Attendees

Jenny Cavanaugh
Susan Signer
Meghal Parikh (Director for Institutional Analytics)
Andrea Beech (Amer. Council on Education Fellow) – Higher Ed Research

Meeting called to order at 12:30p.m.

1. Meghal Parikh's Faculty Salary Equity Presentation
 - a. Proposal of joint faculty and staff committee to examine equity of faculty salaries across sex and race and ethnicity

- i. A repeating 3-yr study to determine equity across race and gender, in accordance with variables like rank, etc.
 - ii. FAC suspects unanimous support for the proposal
 - iii. Concerns about the narrow scope of the inquiry and eagerness for diverse uses for the data set
 - iv. Susan emphasized the central question about whether FAC supports a race/gender equity study and/or if we want both faculty and staff involved
 - v. FAC concern about calculation of market-driven demand for salaries
 - vi. FAC voices support for faculty involvement in statistical analysis
- b. Discussion about FAC and faculty representatives to Salary Equity Commission
 - i. Need for strong statistician (and assoc. or full professor) from faculty
 - ii. Question about constricting roles in faculty leadership and need not to spread Chair of FAC role
 - 1. Desire for nomination from FAC
 - iii. Need for representative to have strong knowledge of institutional history
 - iv. Desire to ask full faculty what kind of representatives they'd like to see on committee
 - v. Questions about digital nominations for faculty representatives?
- 2. Motion to approve Meghal's proposal by Chris Fuse
 - a. Seconded by Shan Estelle
 - b. Approved to move forward to EC
- 3. Debrief on FAC Compensation colloquium debrief
 - a. Precis of colloquium discussion about Pay for Hire and questions about whether or not the stipends could be redistributed more equitably according to the amount of labor required
 - b. Rethinking Independent Studies?
 - c. Is distribution of additional compensations aligned with our collective values as a faculty and accessible to all faculty equally?
 - d. Concerns about proliferation of programs generally

Meeting adjourned at 1:50p.m.